



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Part Time Employees Association of Newport Beach (PTEANB) Effective September 3, 2013 through June 30, 2015

This is a general outline of employee fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU).

GENERAL PROVISIONS

Recognition: Employees will become eligible for recognition after working a cumulative total of 1,000 hours in any fiscal year. Once eligible to be a unit member, employees will remain covered under the MOU, while actively employed, regardless of the number of hours worked thereafter.

COMPENSATION

Salary Adjustments: Effective January 1, 2014 base salaries will be increased by 1.45%; effective January 1, 2015, base salaries will be increased by an additional 1.45%; and effective June 30, 2015, base salaries will be increased an additional 1.45%.

Night Shift Differential: \$1.50 per hour for Police Department members scheduled to work hours between 6:00 PM and 6:00 AM

Bi-Lingual Pay: Seventy-five cents (\$0.75) per hour for street conversational level Spanish. Testing is required.

Matron Pay: Female Police Department members assigned matron duties shall receive one (1) hour straight time pay for each shift matron duties are performed. Employees must work a minimum eight hour shift to be eligible.

Compensation for Overtime: Paid at 1.5 hours for hours worked in excess of 40 in a week.

FRINGE BENEFITS

Pay for Leave: Employees earn .04 hours for each hour worked; maximum accrual is one hundred (100) hours.

Jury Duty: If required to attend jury duty on a regularly scheduled day, employees will be compensated for the hours they were scheduled to work.

Cafeteria Plan: Effective January 1, 2014 the City contributes \$4.25 per hour worked, up to a maximum of 64 hours per pay period, for employees enrolled in a City medical plan. Employee who provide proof of other coverage and elect to "opt out" of City provided medical, shall be eligible to receive a cafeteria allowance of \$3.75 per hour, to a maximum of 64 hours per pay period. Effective January 1, 2015, the City shall contribute \$4.50 per hour worked, to a maximum of 64 hours, for employees enrolled in medical. Employees who become PTEANB eligible after February 8, 2014, and who do not participate in City provided medical, will be ineligible for the cafeteria allowance.

Public Employees Retirement System (PERS) Retirement Benefit:

TIER 1 (for employees hired on or before November 23, 2012 and in the [2.5%@55](#) PERS formula): Current employees shall pay an 8% member contribution; effective June 30, 2014 employees shall contribute an additional 1.45% (total 9.45% employee contribution); effective January 1, 2015 employees



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shall contribute an additional 1.45% (10.90% total employee contribution); and effective June 30, 2015 employees shall contribute an additional 1.45% member contribution (12.35% total employee contribution).

The City has the following contract provisions: single highest year, 4th Level 1959 Survivor Benefit, Sick Leave Credit (Miscellaneous only), Military Service Credit, \$500 Lump Sum Death Benefit, 2% COLA, and Pre-retirement Optional Settlement 2 Death Benefit. Please contact Human Resources or refer to the CalPERS website, www.calpers.ca.gov, for an explanation of these options.

TIER 2 (for employees hired in the 2%@60 PERS formula): Final calculation will be the average three consecutive highest years salary. Members hired under the second tier shall pay a 7% member contribution; effective June 30, 2014, employees shall contribute an additional 2.45% (total 9.45% employee contribution); effective January 1, 2015 employees shall contribute an additional 1.45% (10.90% total employee contribution); and effective June 30, 2015 employees shall contribute an additional 1.45% (12.35% total employee contribution).

TIER 3 (for employees hired under the PEPR 2%@62 PERS formula): Provisions of pension reform include caps on pensionable income and final calculation will be the average three consecutive highest years salary. Members hired under the third tier shall pay a 6.25% member contribution; effective June 30, 2014 employees shall contribute an additional 3.20% (total 9.45% employee contribution); effective January 1, 2015 employees shall contribute an additional 1.45% (10.90% total employee contribution); and effective June 30, 2015 employees shall contribute an additional 1.45% (12.35% total employee contribution).

PARS Retirement: Employees not eligible for PERS will be enrolled in the Public Agency Retirement Services (PARS) in lieu of Social Security. Both the Employee and the City make a contribution to this plan of 3.75% of salary.

MISCELLANEOUS

Direct Deposit: All employees shall participate in the payroll direct deposit program.